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FINAL NARRATIVE REPORT

February, 2014

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List of Acronyms

BIR – Bureau for Inter-ethnic Relations

BMA – Bureau for Migration and Asylum

DRB – Diaspora Relations Bureau

EMP – Extended Migration Profile

EMP TWG – Extended Migration Profile Technical Working Group

GMG – Global Migration Group

GMG HB - Mainstreaming Migration into Development Planning - A Handbook for Policy Makers and Practitioners (2010)

GoM – Government of Moldova

IOM – International Organization for Migration

M&D – Migration and Development

MFA – Moldovan Ministry of Foreign Affairs and European Integration

MLSPF – Moldovan Ministry of Labor, Social Protection and Family

MOMID - Joint UNDP/IOM/UN WOMEN Pilot Programme Mainstreaming of Migration into Development (MOMID) in Moldova

MPI – Migration Policy Institute

IOs – International Organizations

NEF – National Expert Facilitator

NGOs – Non-Governmental Organizations

NIM – National Implementation Mechanism

RoM – Republic of Moldova

SEF – Senior Expert Facilitator

UNCT – United Nations Country Team

UNCT MMG - UNCT Migration Mainstreaming Working Group

UNDP – United Nations Development Programme

UN Women - United Nations Entity for Gender Equality and the Empowerment of Women

I. Executive Summary

The Joint Pilot Programme “Mainstreaming of Migration into Development in Moldova” (MOMID) supports the objective of the Government of the Republic of Moldova (GoM) to integrate its migration and development agendas and develop national policies on international migration and development for implementation by the relevant government agencies, private sector and non-governmental organizations. The final envisaged output of the Programme is a migration-mainstreamed comprehensive national policy framework on development.

The present Final Report covers the period from 11 June 2012 to 30 September 2013. It provides for an overview of implemented activities, a brief analysis of major developments in the specific area of project intervention, a rundown of achieved key results per year of implementation, as well as summary of risks/ issues and actions taken and lessons learned.

The Programme supported the enrolment of an on-call Senior Expert Facilitator (SEF), who participated in key milestones of the project (Stakeholders thematic interviews, Govt. / UNCT Prioritization Retreat, UN Workshop on Migration Mainstreaming) and produced a series of significant deliverables (draft National Migration Mainstreaming Proposal, draft Migration and Diaspora Checklists, Analysis of responses to the MOMID Stakeholders survey, Report on the UNCT capacities and gaps in the area of Migration and Development (M&D)). Additionally a National Expert Facilitator (NEF) was contracted to facilitate regular consultative meetings and provide support with background papers, ad-hoc information needs, as well as outcome formulation of meetings. The SEF has been assisted and teamed up with a local expert provided by UN Women, who complimented program implementation and ensured inclusion of gender dimension during program implementation cycle, mainly carrying out gender responsive analysis of migration situation in Moldova and providing inputs for better integration of human rights and gender equality into migration policy and institutional set up review.

The Programme has successfully executed an assessment of policy/institutional setup and coherence in view of making recommendations on the mechanisms and modalities for the consultative proceedings and stakeholders to involve. The resulting assessment directly contributed to the identification of Migration and Development inter-linkages by complementing the evidence-base and analysis thereof, established through the Extended Migration Profile Report with sections on the migration management institutional and policy frameworks and key findings, policy implications and recommendations.

Subsequently, a consultative multi-session event followed which gathered various stakeholders, including, where appropriate, civil society, academia think tanks, along the thematic blocks of the Migration Profile analysis and assessment of the institutional and policy coherence in migration.

Shortly a set of capacity development and migration mainstreaming awareness raising activities followed (UN Migration Mainstreaming Workshop, Technical Training on Enhancing migration data analysis in the Republic of Moldova, Migration & Development public lectures).

As another thematic block, diaspora and diaspora engagement were separately consulted on given its cross-cutting importance and the current context of Moldova’s decision to set up a dedicated Diaspora Agency, established in October 2012 as the Bureau for Relations with Diaspora within the State Chancellery. The project supported the Moldovan Government in the conceptualization of such Diaspora Agency by hosting a dedicated Diaspora Policy seminar, which provided good practices from three countries and general international context with diverse diaspora advanced engagement models, as well as managed to involve various Moldovan diaspora leaders abroad. On another note, Moldova diaspora leaders abroad have been also actively engaged in organizing consultations on the

Post 2015 Development Agenda with Moldovan communities in the host countries.

Not the least, the policy development process and implementation planning was concluded with a joint strategic prioritisation and costing exercises of the Government and UNCT, including the wider development partner and donor community. The prioritization retreat discussed policy priorities, integrated policies and the most effective and meaningful mechanisms to cooperate and coordinate activities in the field of migration and development through the formulation of comprehensive and coherent national Migration Mainstreaming Proposal. The Prioritization exercise promoted additional ideas about the breadth and depths of migration issues and their relevance for a broad range of development issues in Moldova and aimed at sustaining and increasing the cooperation of Moldovan public authorities, development partners, civil society organisations and academia.

Also, the Programme supported the wider UN approach to increased coherence of action, as evidenced by the establishment of a UN Country Team Migration Mainstreaming Working Group to foster UN coherent position on migration as major policy issue and feed them into the ongoing policy development and implementation.

II. Development Context /highest level changes

The Programme implementation so far contributed to bringing about important changes in approaching matters within its scope, as described below:

National Migration Mainstreaming Proposal: The Programme, through the joint work of the SEF, NEF and Gender Expert, contributed to the development of a draft *Proposal for Mainstreaming Migration into Development* (henceforth: “the Proposal”), based on the analysis of strategic documents and policy plans, the findings of the Extended Migration Profile (EMP), the National Human Development Report, two diaspora mapping studies, a MOMID study on options for harnessing the potential of remittances and savings for development in Moldova. The document represents a strategic proposal for deepening the process of integrating migration, diaspora issues and gender into the design, implementation, monitoring and evaluation of policies and programmes in any sphere related to development and poverty reduction. The Proposal reflects the way migration and gender-related issues should be included into legislation, policies and programmes at the national, regional, and local level. Furthermore, it is tackling migration, diaspora and gender as cross-cutting issues in a range of existing policy documents and, most importantly, establishes processes and harnesses existing intra-institutional structures to ensure that migration- and gender-related aspects continue to be included in sectorial policies in the future. For this reason, the pilot exercise of mainstreaming migration, which culminated in the Proposal, sets itself apart from other ongoing efforts to mainstream migration and gender into policies, and programmes. In order to discuss and reach a consensus on the draft Mainstreaming Proposal, a joint 2-day GoM/ UNCT Prioritization Retreat was organized by the MOMID Programme, gathering up to 70 participants from Government institutions, development partners and civil society. The discussions held during the Prioritization Retreat showed both, a high interest and an increasing awareness in core elements of mainstreaming and included practical simulation exercises, mainstreaming migration into sectorial development policies, such as agriculture and education. A consensus on the endorsement of the Mainstreaming Migration Proposal is expected to be reached by the Government, as well as the most appropriate recipient strategic policy documents for the devised draft Proposal will be determined.

Tools for planning and assessment of public policies: On another note, the Senior Expert Facilitator has drafted and submitted several documents, accompanying the Proposal, namely the General and Specific Migration and Diaspora Checklists, which would guide civil servants in the process of designing policies and programmes to consider the impact of migration-related aspects on the respective strategy and the impact of such strategies on migration-related aspects. Additionally, as per the State Chancellery’s request, the SEF has incorporated draft amendments in the ‘Methodological Guide on Ex-Ante Assessment of the Impact of Public Policies’ (see Annex 41) in order to reflect the migration impact check. The timing couldn’t have been more perfect, as the disposition of the Moldovan Prime-minister (nr. 58 as of 07.06.2013)¹ (see Annex 42) called for the State Chancellery to ensure the insertion and advancement of necessary changes in the methodological guide for the ex-ante and ex-post policy impact as to reflect diaspora and migration impact analysis.

Extended Migration Profile: The Programme supported the furthering of the use of the Extended Migration Profile (EMP) for evidence-based policy making through the organization of a multi-stakeholder consultation on policy implications of the EMP findings, and made available background data for reference of the EMP expert team. In addition, considering the migration profile’s “extended” format, this tool was also the first step for the mainstreaming of migration into development planning. In order to promote and validate the EMP at the international level as an advanced innovative

¹ <http://lex.justice.md/index.php?action=view&view=doc&lang=1&id=348273>

planning tool required to promote evidence-based migration and development policies from the perspective of coherence, capacity and cooperation, a multi stake-holder consultative meeting, “From Evidence to Policies: Extended Migration Profile Consultations”, was carried out. Targeting specifically policymakers, it heightened the awareness of the linkage between migration and development and promoted the channelling of migration data into national policies and strategic documents such as poverty reduction strategies and development plans. In this regard, the Migration Profile exercises aim, inter alia, at enabling policymakers to access the existing evidence in a simple and time-efficient way, to enhance the policymakers’ skills and practices in correctly interpreting available migration evidence and applying it directly to their policymaking decisions. The mainstreaming exercise further called for capitalizing on the EMP data and analysis for evidence-based policy consultations and prioritization of action towards the National Migration Mainstreaming Proposal.

Diaspora: In July 2012 a Diaspora Policy Seminar was organized. Following the seminar, IOM assumed the lead on developing a substantive outcome document (see Annex 13), reflecting both seminar discussions and technical recommendations, including concrete action proposals. These were coordinated with and endorsed by the Government focal point and the UN Country Team Migration Mainstreaming Working Group and the consolidated outcomes were further fed into the National Migration Mainstreaming Proposal and into the support to the conceptualization of the Bureau for Relations with Diaspora. As a result of these and previous and parallel talks on the role of Diaspora, including within the 5th Congress of Moldovan Diaspora in October 2012, the Government of Moldova, through the Government’s Decision nr. 780 of October 19th 2012, operated some modifications in the Regulations of the State Chancellery that introduced the Bureau for Relations with Diaspora in the organizational structure of the State Chancellery, under the direct subordination to the Prime-Minister. In order to enhance the mechanism of cooperation with Moldovan Diaspora Associations, the Bureau became responsible for “ensuring coordination of the state policy in the field of relations with Diaspora [...]; coordination of the process of policy making in the field of relations with the Diaspora, thus contributing to keeping and affirming Moldovans’ ethnic, cultural and linguistic identity abroad, capitalization of the human and material potential of the Diaspora; coordination of activities of cultural, educational, economical and social nature developed by ministries and other public authorities aimed at supporting and collaborating with the Diaspora representatives”. Furthermore, evidencing a growing awareness on the need of a whole-of-government approach to migration and development, Diaspora focal points have been established in each line Ministry and other relevant governmental agency by way of Prime Minister’s Decision nr. 58 as of 07 June 2013. The appointed Focal Points are tasked to strengthen the capacity of their represented institutions to implement the state Diaspora policy; to ensure effective interaction between government agencies and their cooperation with the diaspora, and a better mainstreaming of responsibilities in the development of diaspora policies (whole-of-the Government approach). Meanwhile, the Diaspora Relations Bureau holds coordination duties in relation to all focal points’ work and supervising the enforcement of Decision nr.58.

Legislative/ normative developments: A series of developments in the field of migration occurred, such as the entry into force of the Law on Border Police and the Law on State Border on 1st of July 2012, as part of the broader reform of Interior Affairs. On the same date, the Law on Foreigners’ Integration has also entered into force. Other developments in the field of migration, such as the institutionalization by Government Decision of the Extended Migration Profile and development of a draft National Action Plan for the exercise’s further development, the release of a first scientific Evaluation of the EU-Moldova Mobility Partnership and Prime Minister’s Decision nr. 58 as of June 2013 establishing ministerial diaspora focal points and adding diaspora and migration impact analysis in existing policy planning tools, represented important and valuable milestones for the Moldovan Government in its effort to mainstream migration into development.

Migration awareness: the programme contributed to better awareness about the cross-sectorial nature of the migration mainstreaming concept for the following actors:

a) Government, especially through joint thematic and bilateral stakeholder consultation meetings during the SEF assessment missions (June 2012/ December 2012).

b) UNCT, mainly through the Joint UNCT-GoM Training Workshop on Migration Mainstreaming including from a gender perspective towards UN-Moldova Partnership Framework 2012-2017 Action Plan and the Joint GoM-UNCT Prioritization Retreat, which discussed the draft Mainstreaming Migration Proposal, respectively policy priorities, integrated policies and the most effective and meaningful mechanisms to cooperate and coordinate activities in the field of migration and development

c) Academia, through a series of public lectures on Migration and Development at the main Moldovan universities. The piloted course material (see Annex 18), later improved based on the collected feedback and peer-reviewed by Academia representatives, was simultaneously submitted to the State Chancellery and Ministry of Education for a possible future broader roll-out in educational and training institutions, following a proper coordination with the Government and partner development agencies. The Government institutions are assessing the possibility of its institutionalization in the curriculum of educational / research institutions in Moldova.

III. Key results

The following key results have been achieved within the Programme:

Year	Targets	Result
2012	1. Monitoring of migration policy is used to inform high-level policy discussions.	<ul style="list-style-type: none"> • Policy and institutional coherence and gaps assessed through intra- and extra-government stakeholders interviews; • Mapping of policy documents, action plans, strategies, and stakeholders to be involved conducted; • Report on the M&D policy review and GoM institutional setup in terms of migration-related competences and mandates prepared; • Conceptualization of planned Diaspora Agency supported, with good practices provided from 3 countries. • Set of course-material on migration and development nexus developed and a series of public lectures and consultations held at public and private universities with involvement of national think-tanks, civil society and media representatives to widely sensitize and consult on mainstreaming.
	2. A coherent and coordinated approach to analyze the migration and development nexus paying attention to gender perspective and formulate evidence-based policies is developed.	<ul style="list-style-type: none"> • Not less than 3 consultative events on a series of policy areas covered by the Extended Migration Profile to consult stakeholders on follow-up policy proposals in support of the Moldova 2020 implementation; • UN Workshop on migration mainstreaming, reflecting gender dimension, conducted for UNCT and senior programme staff; • UNCT coordination group on migration mainstreaming supports a deliberate, comprehensive, harmonized and long-term UN position on migration issues with shared planning and programming approaches;

Year	Targets	Result
2013	1. Monitoring of migration policy is used to inform high-level policy discussions.	<ul style="list-style-type: none"> • 1 (one) Seminar conducted on monitoring and evaluation of migration policies and use/interpretation of data for policy making, including from a gender perspective; • Assessment/feasibility analysis on remittances elaborated and put forward for the attention of the policymakers.

Year	Targets	Result
	2. A coherent and coordinated approach to analyze the migration and development nexus paying attention to gender perspective and formulate evidence-based policies is developed.	<ul style="list-style-type: none"> • Key findings are cast into policy recommendations for the focusing of the national migration Mainstreaming Proposal; • 1 (one) Prioritisation retreat including a costing exercise of the Government and UNCT organized; • Capacities and gaps of the UNCT assessed to advise the GoM on the inter-linkages between migration and human development, gender equality and their effective use, and UNCT support/training needs outlined.

Year	Targets	Result
2014	1. Monitoring of migration policy is used to inform high-level policy discussions.	<ul style="list-style-type: none"> • Translation into Romanian of the <i>Mainstreaming Migration into Development Planning</i> Handbook
	2. A coherent and coordinated approach to analyze the migration and development nexus paying attention to gender perspective and formulate evidence-based policies is developed.	<ul style="list-style-type: none"> • 1 (one) ex-ante policy analysis developed for the “Fostering the return of Moldovan migrant workers from abroad” policy; • 1 (one) national M&D policy priority supported - Enhancement of financial services for migrants and their families, mainly through established ties between the Moldovan National Bank and the Postal Office with foreign counterparts and acquired respective best practices.

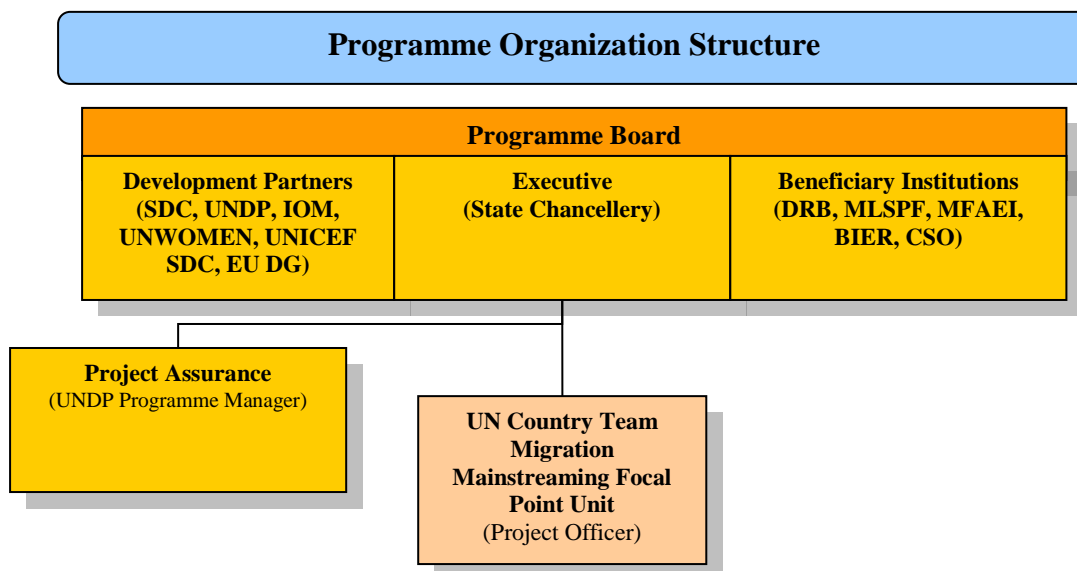
IV. Implementation approach

The Programme was implemented under the National Implementation Mechanism (NIM) which means that the Government of Moldova is responsible for the implementation of Programme activities, while UNDP and IOM provide quality assurance, project inputs and support services. UNDP Moldova is supporting the State Chancellery with implementation support services according to the Agreement between the Government of Moldova and UNDP for provision of support services of 27 May 2003. Given the IOM's expertise on migration and its capacity of UNCT Migration Management Focal Point, it acts as the Lead Development Partner. UN Women is complementing implementation of the program to ensure mainstreaming of gender during the Program implementation cycle.

The main Programme decision making structure is the Board, which met regularly (quarterly) and was mainly responsible for evaluation of the progress, making of necessary amendments and operational planning. It was chaired by the State Chancellery as the National Implementing Partner, and co-chaired by UNDP and IOM. Other members of the Board include the Swiss Agency for Development and Cooperation (SDC) Country Office as the main donor, as well as UN Women, other government institutions, UN agencies, EU representatives and the National Participation Council (from the CSOs' side).

A Project Officer provided effective and efficient management of the Programme through a range of actions contributing to the design, planning, management and monitoring of project activities.

Below is a Chart describing the Programme Organization Structure:



V. Overview of implementation per activities

The present overview of activities covers the June 2012 – January 2014 implementation period. Even though it was previously established that the MOMID Programme would complete by the end of September 2013, an extension of the Pilot Phase was granted, running from 01 October 2013 till 31 January 2014. A respective Work Plan (see Annex 51) was drafted and coordinated among the Programme's National Board Members and the Programme's Management Unit. The Work Plan for the extended Pilot Phase provided for the following activities:

I. Support the creation of a collaborative platform for online work on policies by focal points in different ministries. The platform shall allow the involvement/consultation of diaspora on important regulatory/legislative initiatives.

II. Support the development of sectorial policy documents, in order to ensure the inclusion of the migration and diaspora-related aspects considering gender-specific needs and capacities of men and women migrants

III. Carry out capacity development interventions for key stakeholders:

1. Providing capacity development for migration/diaspora focal points established within all the relevant public authorities on including migration-targeted options into public policy proposals (migration-targeted activities), and assessing the impact of migration on sectorial policies and the impact of policies on migration flows and migrants' contributions (migration-sensitive activities). To that end acquiring /exchanging best international practices with foreign counterparts shall be supported, particularly concerning the models of engagement/ collaboration between Central and Local public administration institutions concerning the M&D goals;

2. Ensuring project visibility and capturing of new developments in mainstreaming practices through supporting the Government and UNCT Focal Points'/Government's sectorial officials' participation in international/regional conferences, trainings, RCPs with migration mainstreaming relevance.

3. Supporting the implementation of a number of concrete national M&D policy priorities, inter alia concerning the enhancement of financial services for migrants and their families. To that end support shall be offered to the National Bank and the Postal Office to develop ties with foreign counterparts and learn their respective best practices.

4. Strengthening the capacities of the local public authorities in the area of migration through sensitization trainings for locally elected officials, trainings for LPA's staff, as well as for local administration associations in the area of migration

In June 2012 the Local Project Appraisal Committee Meeting (LPAC) was held (see Annex 32 – LPAC Minutes) during which the MOMID Project Document and its Work Plan (see Annex 52 – MOMID Work Plan) has been approved and formal implementation initiated. Following the guidance of the GMG Handbook on Mainstreaming Migration into Development Planning (GMG HB), MOMID has been tailored to address the Government's immediate needs and priorities. The programme's main output was the Migration Mainstreaming Proposal in line with the National Development Strategy – Moldova 2020. A number of capacity development, awareness-raising, and consultation activities were planned in support of the formulation process. A special attention is devoted to discussions on Diaspora engagement models and the country's Extended Migration Profile.

On the management arrangements side, it has been agreed that State Chancellery will act as Implementing Partner, represented by Mr. Ruslan CODREANU – Head of Policies, Strategic Planning and Foreign Aid Department – who was appointed Project Director. In September 2013, Mr. Victor Lutenco, has been appointed by the General Secretary of the Government, Mr. Victor Bodiu, as the new Project Director (see Annex 53 – Letter of Appointment). The State Chancellery also acted as a chair of the Steering Board – the highest decision making authority – also including UNDP, IOM, UN Women, Swiss Development Cooperation, EC Delegation, UNICEF, Ministry of Labour Social Protection and Family, Ministry of Foreign Affairs and European Integration, Bureau on Interethnic Relations, and a representative of the Civil Society’s National Participation Council. It was agreed that IOM acted as the Lead Development Partner and the UN Focal Point for Migration Mainstreaming, while UNDP provided Project Assurance. UN Women contributed as Development Partner with parallel funding to provide expertise ensuring adequate gender mainstreaming throughout MOMID implementation

As seen below, here’s a detailed account of all activities implemented during the whole run of the MOMID Pilot Programme:

1.1 Assessment of the Policy and institutional coherence and gaps through intra- and extra-government stakeholders’ interviews:

The recruitment processes having been initiated and brought to an advanced level before the LPAC, the Project proceeded with immediate contracting of a Senior Expert Facilitator (international consultant) – Mr. Juris GROMOV (as of 8 June 2012) – to support the development of the National Migration Mainstreaming Proposal, based on a comprehensive assessment of the migration management framework and policy coherence (for more details, see enclosed Annex 54 – Senior Expert Facilitator ToR). A National Expert Facilitator - Mr. Eugen BURDELNII - has also been contracted (as of 29 June 2012), to execute a comprehensive information collection exercise and compile a Compendium of existing information on the migration management framework and policy coherence and preliminary analysis thereof (for more details, see enclosed Annex 55 – National Expert Facilitator ToR). In addition, UN Women recruited a National Gender Expert – Mrs. Daniela TERZI-BARBAROSIE.

Firstly, an immediate assessment mission had been carried out during 11-27 June 2012. The mission has been preceded by a desk review of the legislative, institutional and strategic policy planning framework, as well as the external assistance projects (scoping exercise), resulting in the compilation of a comprehensive Migration Compendium (see Annex 06) to further serve as basis for the migration mainstreaming process.

During 11-27 June 2012, the Senior Expert Facilitator (SEF), assisted by the National Expert Facilitator (NEF), and also joined by the Gender Expert, conducted a series of consultation meetings with the national counterparts, donors/development partners and civil society organizations as part of SEF’s assessment mission (see Annex 01 – SEF 1st Mission Agenda + Interview Guides Gromovs). As a result, the Expert Team mapped the Moldova’s migration institutional set-up and policy documents and collected views and ideas for a future Draft Mainstreaming Proposal (see Annex 02 – SEF 1st mission Report Gromovs).

However, on the 10th August 2012 the Senior Expert Facilitator – Mr. Juris GROMOV - asked for his resignation on illness grounds. Occurring at the end of the input-gathering and before any significant deliverables/outputs were achieved from the performed process-oriented work, the resignation had consequences at the levels of implementation timeline; Financial and Human Resources.

A new Senior Expert Facilitator on Migration & Development, **Daniel Naujoks**, was identified on 7 November 7 2012 and contracted on 10 December 2012 to continue the Programme Activities. Given

the long pause in the Programme's activities that occurred due to the sudden resignation of the former SEF, a new assessment mission has been undertaken by the newly appointed International Expert during December 10 – 14, 2012 to learn first-hand about Moldova's situation (see Annex 03 – 1st Mission Agenda).

Prior to the mission kick off, the newly commissioned SEF has carried out a desk review of the relevant Moldovan institutional and normative frameworks, including the Migration Compendium – compiled earlier by the National Expert Facilitator, with a view to assessing the current migration management framework and policy coherence. Based on this review, SEF has developed an indicative interview guide for the Government authorities for the 1st assessment mission (see Annex 04 – Interview Guide SEF 1st Mission).

It has been established earlier on that the SEF's assessment mission would consist of thematic-group discussions with Government authorities and think tanks/ academia/ research community, as this would not only optimize the time and cost of the stakeholders mapping interviews, but would also facilitate a better understanding of the migration mainstreaming concept.

Thus, the following sector-groups were identified and respective meetings have been held during 11 – 14 December 2012: Diaspora, Social Policies, Economic Growth and Regional Development, Human Capital, Migration Governance, Migration Data, Think Tanks/ Academia/ Research Community. The assessment mission had finalized by way of a joint ad-hoc session of the Extended Migration Profile Technical Working Group (EMP TWG) on December 14, 2012, where the new Senior Expert Facilitator (SEF) – Daniel Naujoks, has been introduced to the EMP TWG members, as well as his tasks as part of this initial and subsequent missions. Shortly afterwards a brief presentation was made on the MOMID Programme, its implemented activities, as well as its Work Plan as revised in October 2012. The three draft stakeholder questionnaires (for government authorities, for representatives of civil society organizations and donor organizations) were finalized and distributed to the stakeholders soon after the SEF's 2nd mission visit ended (see Annex 22).

The feedback for all the questionnaires was collected from all surveyed stakeholders and by the end of March 2013, it has been thoroughly analysed by the SEF together with the National Gender Expert and factored in the Draft National Migration Mainstreaming Proposal (see p. 1.12 below for more details).

For more details on SEF's 1st Mission, please see Annex 05 – SEF's 1st Mission Report.

1.2 Mapping of policy documents, action plans, strategies, and stakeholders to be involved:

During April-May 2012, IOM executed a mapping of the stakeholders to be directly involved in or kept informed about the mainstreaming process. Given the broad consensus that existing platforms should be utilized and no additional mechanisms created, the composition of the Extended Migration Profile Technical Working Group (EMP TWG), already comprising representatives of a broad range of government institutions and migration-interested bilateral donors, development partners and civil society/academia, was taken as a basis and expanded in conjunction with the UNCT Mainstreaming Migration Group with civil society actors working on issues traditionally less associated with migration. The exercise was concluded on the development partners' side through a presentation by the State Chancellery of the project within the Regular Donors Meeting in May 2012. The circulated snap-survey for expression of interest of involvement had a pronouncedly low response rate from extra-UN development partners.

During April-May 2012, IOM contracted a National Expert Facilitator to execute a comprehensive information collection exercise and compile a Compendium of existing information on the migration management framework and policy coherence and preliminary analysis thereof, including: National authorities in charge of migration management; National Migration Laws and Regulations; Migration-relevant Government Decisions; Migration-relevant Government Strategies and Action Plans; International Migration Law; Analyses/review of the institutional and legislative framework in the field of migration; Migration-related bi- and multilateral frameworks, platforms, instruments and consultative process; External Assistance Projects and Programs related to migration; Literature list (see Annex 06 – MOMID Migration Compendium).

1.3 Reviewing the M&D policy and GoM institutional setup in terms of migration-related competences and mandates:

During the period of April – July 2012, the National Expert Facilitator, has worked on reviewing Migration & Development policy, as well as the institutional set up in terms of migration-related competences and mandates. The key findings and recommendations of this review were incorporated in the Extended Migration Profile report as chapters: Chapter C - *Migration Management Framework* and Chapter D - *Key Findings, Policy Implications and Recommendations* (see Annex 07 - Extended Migration Profile of Republic of Moldova 2005 – 2010, pages 193 -217 and 227 – 240). The Extended Migration Profile report included a number of findings and recommendations:

Key Findings and Recommendations:

- An array of conceptual documents and laws determining migration policy in the key areas of migration management and practices over the mid to long-term outlook were adopted, mostly in line with the international standards and, given the European integration aspirations context, the EU *acquis communautaire*;
- Strategies and action plans are occasionally overlapping rather than complementary, lack fully developed mechanisms and capacities for monitoring and evaluation, and do not tackle migration in a fully comprehensive and coherent manner;
- Republic of Moldova invests in and seeks bilateral and multilateral as well as international dialogue on migration. In 2008, it entered one of the first two Mobility Partnerships with EU;
- The country has a strongly developed institutional framework in the field of migration management, as well as formulation of migration policies, with the participation of numerous institutional actors. At least 12 state authorities with various remits and functions deal directly with migration. This has led to an ample coordination set-up and the existence of currently seven inter-institutional migration-related coordination bodies. It is ***recommended*** to streamline the coordination set-up, including among associated stakeholders. This may include rationalization through the designation of one leading body, the establishment and capacitation of a central policy and project review body on migration and development issues, and the fuller development of a network of migration and diaspora focal points in all institutions;
- Approximately 200 migration-related actions have been implemented or are under implementation with external support in the period 2007–2012, with 85 of them under the EU–Moldova Mobility Partnership umbrella. It is recommended to examine how migration can be more prominently mainstreamed in the national aid coordination mechanism, specifically in the activities of the joint Sector Coordination Councils;
- A shorthand list of areas for further development of policies and programme interventions identified within the Extended Migration Profile (EMP) exercise and concomitant instances of coordination would include:
 - a. fostering return migration and circular labour migration;

- b. enhancing migrants' social protection;
- c. strengthening national migration management framework, including institutional capacity development, visa facilitation and readmission;
- d. fostering the productive investment of remittances and the development of SMEs in the regions;
- e. consistently monitoring migration flows;
- f. fighting against irregular migration and trafficking;
- g. protecting of family members left behind;
- h. adapting national education strategies and policies to national labour market needs; i) enhancing the transfer of skills and innovation, and improving academic mobility as a means to combat brain drain;
- i. facilitating the access to health services and managing the mobility of medical professionals;
- j. engaging diaspora as an interlocutor and actor in development policies.

While the key overall priorities for RM are return and retention of migrants as well as the fostering of ties with diaspora members, a long-term perspective with a development assumption also justifies the increased attention to integration of foreigners and incipient discussions on replacement labour.

- The Moldovan Government has recognized at the highest level the need for a coordinated and integrated approach to manage migration through the National Development Strategy 2012–2020, that was adopted by Parliament on 11 July 2012, and includes a focus on remittances and youth emigration. To bear out the sustainability of integrating the migration and development agendas, the Moldovan Government undertook a process of enhancing the systematic mainstreaming of migration into development planning in 2011, a process led by the State Chancellery in a whole-of-government approach supported by the United Nations Country Team in RM, with IOM acting as its focal point. Having already served for impact evaluation purposes within the EU–Moldova Mobility Partnership, the EMP exercise has both confirmed and answered the need for better and more accurate data and analysis of migration in the Moldovan context, required for mainstreaming it into evidence-based policymaking;
- The EMP's sustainability ensured, it was recommended that it be continued in the previous multi-stakeholder cooperative spirit and with a momentum not only towards further improvements in data collection, sharing and analysis mechanism, but also increasingly directly towards the formulation of attainable migration-sensitive development objectives and policies for the benefit of migrants and Moldovan society as a whole.

1.4 Organizing a consultative event on a series of policy areas covered by the Extended Migration Profile to consult stakeholders on follow-up policy proposals in support of the Moldova 2020 implementation:

On 3 July 2012, a multi-stakeholder consultative meeting on the Extended Migration Profile (EMP), "From Evidence to Policies: Extended Migration Profile Consultations", took place within the Project's framework (see Annex 08 – EMP Consultations Agenda and List of Participants). The objective of this event was two-fold: to present in detail the draft EMP Report chapters and receive stakeholders' feedback and validate the findings and to put analysis and findings to discussion for a participatory reflection on possible up-stream policy follow-up on the Migration Profile in respective sectors, covered by the EMP Report. The EMP author team (composed of IOM and ILO experts) presented to an extended-format gathering of the EMP TWG (comprising national governmental actors, international agencies and civil society) the first draft of the EMP Report. This document was developed based on data collected from national data providers over the last two years, on the one hand, such as migration impacts in areas such as Demography, Economy, Social Development, Public Health and the Labor Market/Employment. The experts' presentations focused on the migration

trends and patterns, and its impact in development areas mentioned above. The Project's Senior and National Expert Facilitators captured these joint discussions in view of feeding analyses and priorities into the Draft National Migration Mainstreaming Proposal (see Annex 09 – Minutes of EMP Consultations).

1.5 Conducting a UNCT Workshop on migration mainstreaming, reflecting gender dimension for UNCT and senior programme staff:

On the 4th of July 2012 the SEF and National Gender Expert facilitated a Workshop on Mainstreaming Migration into Development Planning for the UNCT and government counterparts supporting the development of the UN-Moldova Partnership Framework 2012-2017 Action Plan (UNPF AP). During the Workshop the Senior Expert Facilitator introduced the fifty participants to the concept of Migration Mainstreaming and related terminology, with focus on links between migration and development, adapted to Moldova's situation. The Gender Expert followed with a presentation on gender mainstreaming into migration and development policies. The last part of the Workshop was devoted to mainstreaming of migration into the UNPF AP, as well as the analysis of the UNCT comparative advantages through an interactive review from a migration and development perspective of sample outputs/indicators of the draft UNPF AP Results Matrix. In addition to partners' capacity development, the Workshop was also intended to contribute, in conjunction with the earlier consultation meetings and the Stakeholder Questionnaires, to the assessment of the UNCT gaps and capacity to analyse migration and development, and to advise the Government on the interlinkages between migration, development, gender and human rights (see Annex 10 - Agenda, List of Participants, SEF Presentation and Evaluation and Annex 11 – SEF, Juris Gromovs, 2nd Mission Report).

1.6 Promoting a deliberate, comprehensive, harmonized and long-term UN position on migration issues with shared planning and programming approaches of the UNCT coordination group on migration mainstreaming:

Responding to the Moldovan Government's call for enhanced unity in action, the UNCT included during March 2012 in its Management Response to the UNDAF 2007-2012 Evaluation an action point to seek coherence and consensus on the major policy issues related to migration and support the GoM efforts to mainstream migration at all levels for enhanced development outcomes of migration and minimization of its social costs.

To this end, the UN Country Team established in April 2012 an *UNCT Migration Mainstreaming Group* (UNCT MMG) as sub-group/ad-hoc team under the UNPF Pillar 1 Working Group on Democratic Governance, Justice, Equality and Human Rights, comprising representatives of all but one resident UN agencies, to support the Programme along the following terms of reference:

- Peer-support the MOMID implementation and facilitate that from their mandate's perspective no issue and no person is forgotten;
- Support the analysis of migration-related issues and further action-planning in the mainstreaming process;
- Foster a coherent UN position on the major and ramified policy issue represented by migration;
- Advise both the Government and UNCT on issues requiring mainstreaming, respectively towards addressing within a National Mainstreaming Proposal and feeding into the UNPF action planning;

1.7 Supporting the conceptualization of a planned Diaspora Agency with good practices provided from 3 countries:

On 19th of July 2012 the State Chancellery hosted, within the Project's framework, a Diaspora Policy Seminar with participation of international and local experts and officials of countries with advanced Diaspora engagement models, as well as of Diaspora representatives. The event focused on exploring ways for increased participation of Moldovan Diaspora in cultural, social, economical and political homeland processes, on protecting rights of migrants and their descendants abroad, as well as on appropriate institutional framework to ensure effective communication (see Annex 12 – Diaspora Policy Seminar Agenda and List of Participants).

The Moldovan Government proposed for public consultation a draft regulation for a Diaspora agency in beginning June 2012, and the event offered a platform for joint dialogue on the proposal among multiple stakeholders and with the presence of selected diaspora representatives and invited specialists on diaspora engagement from official and non-governmental backgrounds. Discussions evidenced widely diverging expectations ranging from diaspora voices for a fully-fledged Ministry in charge of Diaspora matters both in terms of policies and operational activity, while a more targeted and resource-aware approach articulated around coordination and communication functions was advocated by national institutions and development partners.

The consultations equally drew upon the evidence-base and results of two recent Diaspora-Mapping Studies carried out by IOM in Italy, France, Russia, Portugal, and UK – some of the main destination countries of Moldovan migrants - which revealed the socio-economic profile of Moldovan Diaspora and policy challenges. A series of Diaspora engagement models have also been presented by officials and experts from Armenia, Macedonia and the Migration Policy Institute of Washington DC. Over ten representatives of the Moldovan Diaspora have also provided inputs on their interests and concerns, four of which were sponsored to attend the event based on their innovative proposal papers for diaspora policies submitted to the State Chancellery in an open competition.

Following the Seminar IOM assumed the lead on developing a substantive outcome document, reflecting both seminar discussions and technical recommendations, including concrete action proposals (see Annex 13 – Diaspora Policy Seminar Recommendations). These were coordinated with and endorsed by the Government focal point and UNCT MMG and the consolidated outcomes further fed into the Draft National Migration Mainstreaming Proposal and into the support to the diaspora agency's conceptualisation. Since the Seminar, the GoM, through Decision nr. 780 as of 19.10.2012 ², operated modifications in the Regulation of the State Chancellery establishing a Bureau for Diaspora Relations and the Outcome Document further served as a reference for its setup and future activities.

1.8 Organizing consultations on Moldova's Post 2015 development agenda Moldovan with diaspora representatives abroad:

The UN Development Group (UNDG) has developed a proposal which aims to facilitate inclusive consultation processes in at least 100 countries to stimulate the debate on the Post-2015 development agenda. Moldova has been elected to participate in such an inclusive consultation process. The objective of the country consultations was to stimulate an inclusive debate on a post-2015 development agenda by providing an analytical base, inputs and ideas.

Thus it being an ideal occasion for the Diaspora voice to be heard and its interests, rights and concerns be taken into account and factored into the final Post-2015 Development Agenda, the consultations

² <http://lex.justice.md/index.php?action=view&view=doc&lang=1&id=345122>

were carried out abroad, namely in two major destination countries where considerable Moldovan communities are registered: Italy and Portugal.

The groundwork for this exercise has been laid and the most prominent and active Diaspora Leaders in these regions were involved in the execution of Focus Groups, held in mid-January 2013. The Moldovan diaspora leaders in Portugal and Italy executed Focus Groups with Moldovan nationals residing there and were given a set of pre-defined questions by the Company responsible for carrying out the Post-2015 consultations nationwide in Moldova and compiling the final results. The questions asked during Focus Groups were related to:

- the identification of the biggest problems that Moldova is currently facing and won't be able to solve by 2015;
- the identification of reasons impeding these problems to be solved;
- entities to be involved for the purpose of solving these problems;
- actions to be taken in order to solve these problems;
- the required timeframe to solve these problems depending on their priority (in the following 5, 10 and 15 years)

The conclusions of the Focus Groups reports showed that the answers given by younger-aged people differed from the ones given by the older-aged ones. The questions sparked intense discussions and debates and revealed that the participants needed to organize such meetings more frequently, which was not the case at that time. The outcome of these Focus Groups' Activity Reports (see Annex 56), was factored in the Final Post-2015 Development Agenda Consultations Report (see Annex 57).

1.9 Conducting 1 (one) seminar on monitoring and evaluation of migration policies and use/interpretation of data for policy making, including from a gender perspective:

During 15-16 April 2013 a training seminar was organized for ministerial policy analysis, monitoring and evaluation units and policy makers on the monitoring and evaluation of migration policies and use/interpretation of data policy making, including from a gender perspective – titled “Enhancing migration data analysis in the Republic of Moldova”. The workshop was aimed at enhancing national capacities in planning, implementing, monitoring and evaluating Migration & Development policies through provision of expertise and best practices.

The project identified the following target-groups for this particular training:

1. Policy makers and representatives of ministerial policy monitoring units, (members of the Extended Migration Profile Working Technical Group);
2. Social Partners (Trade Unions and Employer Associations);
3. International Development Partners;
4. Representatives of international diplomatic missions to the Republic of Moldova;
5. Academia representatives.

The participants were divided into several groups with as mixed background as possible with a view to promoting peer-learning and establishing working level contacts among representatives of various agencies. The training was conducted by four experts: Ms. Marina Manke (IOM Regional Office Vienna), Mr. Jason Scharchter (UNECE), Mr. Eivind Hoffman (Norwegian Immigration Service) and Mr. Thomas Mortensen (Danish Immigration Service).

An array of various topics have been covered and trained to the participants, particularly: ***Usage of migration data in policy making: international context and EU best practices, Making Data Meaningful – ways of communicating Data to the General Public, Migration Profiles – International***

Experience to Date and Advances in the Republic of Moldova, Migration Profile in Republic of Moldova and Knowledge on Migration Trends, Group recommendations for next edition of the Extended Migration Profile in the Republic of Moldova.

The main conclusions of the Technical Training were the following:

- It had succeeded during its 2-day run to cover a wide and important variety of topics, ranging from migration data usage in policy making to the newly-published Moldovan Extended Migration Profile report. Indeed, as it was noted by the trainers themselves, Moldova had registered a significant progress in that respect and it was suggested that the following EMP report should be optimized through collection of data for a range of selected indicators, as well as clarity should be rendered in relation to these indicators, which would reflect the actual situation to date in the area of migration;
- The training had witnessed fervent discussions and active participation, thus creating dialogue space, harnessed by all participants, by putting up for discussion migration data analysis issues, as well as by formulating suggestions and recommendations to be taken into account for the following EMP report;
- Special attention has been given to state authorities' ever-growing need to consolidate their statistical and administrative potential with a view to efficient and effective analysis of migration data;

For more information on the Data Training, please see Annex 14 – Agenda & List of Participants and Annex 15 - Data Training Report.

1.10 Development of a course-material on migration and development nexus developed and execution of a series of public lectures and consultations at public and private universities with involvement of national think-tanks, civil society and media representatives to widely sensitize and consult on mainstreaming:

A series of interactive sessions on Migration and Development have been held for students at four main Moldovan universities during November 2012. A course material has been designed for teachers and other persons, involved in teaching process, and included seven modules exploring:

- the linkages between international migration and development and how international migration is related to development;
- mainstreaming migration in development planning at the country level;
- mainstreaming at the policy level through identifying policy objectives for migration and development and ensuring coherence among relevant policy areas and interventions;
- mainstreaming at the institutional level with the purpose of ensuring coordination and cooperation between ministries responsible for migration and development issues, and between different levels of governance;
- mainstreaming in development partnerships through enhancing international cooperation on migration and securing support for capacity development;
- development planning process phases;
- interactive, group activity of the trainees, expected to brainstorm how migration could be mainstreamed into the development sectors such as: Governance, Education, Employment, Health and Economic Growth.

Additionally the course material features readings, a glossary and case studies.

This activity has been carried out with participation of the UN WOMEN National Consultant on mainstreaming gender in migration and development.

The following universities have been identified for the delivery of public lectures: University of European Economic and Political Studies “Constantin Stere” (USPEE) (<http://uspee.md/>), Free

International Moldovan University (ULIM) (www.ulim.md), State Moldovan University (USM) (www.usm.md), Moldovan Academy of Economic Studies (ASEM) (www.asem.md) and planned public lectures were delivered: 20 November 2012 - USPPE, 22 November - ULIM, 26 November - USM, 29 November - ASEM. At the end of every lecture course evaluations were distributed among students in order to learn about trainees' views on the quality of lectures, which resulted in an Evaluation Report (see Annex 16 – Public Lectures Evaluation Report and Annex 17 – List of Public Lectures Participants).

Following the completion of the public lectures, the draft course material was circulated for peer-review among academia/ think tanks representatives for their comments and feedback. These comments were integrated in the final draft version of the Course and a second peer-review followed in January 2013. All comments that followed were taken on board and included in the final version. The final version of the Course Material was simultaneously submitted to the State Chancellery and Ministry of Education for a possible future broader roll-out in educational and training institutions, following a proper coordination with the Government and partner development agencies (see Annex 18 – Final Version Draft Course “Migration & Development”). The Government institutions are assessing the possibility of its institutionalization in the curriculum of educational / research institutions in Moldova.

1.11 Elaboration of an assessment/feasibility analysis on remittances:

The Programme commissioned a National Consultant responsible for the development of a brief Study on options regarding remittances in Moldova. Specifically, Terms of Reference were drafted for this assignment, a call for proposals was submitted in late November 2012, <http://www.undp.md/jobs/jobdetails/242/>, and 9 applications have been received by the end of the extended submission deadline, 23 December 2012. Further on, a series of candidates' interviews were held in mid January 2013, followed shortly by the contracting of the National Consultant.

Soon after the submission of applications a series of candidates' interviews followed, carried out by the Evaluation Panel members (consisting of two UNDP and two IOM representatives) in mid-January 2013. Shortly thereafter, as per the results of the joint evaluation, Mr. Valeriu Prohntchi of the think-tank “Expert Grup” (<http://www.expert-grup.org/en/>) was selected as National Consultant.

The National Consultant submitted a 9-page draft study structure on 26 February 2013, providing a detailed outline of topics and issues to be addressed, a list of references, sources of statistical data and a list of institutions to be interviewed (policymaking and executive authorities, donors and international financial institutions, universities, academia, think-tanks, private sector organizations). The in-depth expert interviews were entirely carried out throughout the month of March 2013. The National Consultant submitted the draft version of the study at the end of March 2013. The project team disseminated the draft study for feedback to all surveyed stakeholders and thus relevant changes were made. The study was targeted towards: 1) updating data on migration and migrants' income, 2) exploring feasible options for maximizing the impact of migrants on developing country incomes, based on international models and best practices, and 3) making concrete recommendations on specific instruments that could be used in Moldova for harnessing the financial resources of the Moldovan migrants.

A validation event on the remittances study was held on 21 May 2013. The participants attending the event, such as representatives of line ministries, social partners, development partners (see Annex 19 – List of Participants), showed great interest in the study's findings and conclusions and highly appreciated the overall quality of the final outcome. The National Consultant formulated several major objectives targeted towards the harnessing of remittances:

- The need for maintenance of emigrants' interest towards the evolution and the development processes of the country;

- Recognition of the skills of the returned emigrants;
- Increasing the access to formal money transfer ways from abroad;
- Diversification of the savings instruments and an increase of the intermediation rate;
- Diversification of credit products for emigrants;
- Improving the information about business opportunities for emigrants from the Republic of Moldova;
- Promoting the spending of remittances in the official economy;

The author updated the study by including all relevant comments and suggestions received from participants during the validation event. A final version of the study was submitted to the Project team and the national stakeholders in late June 2013 (see Annex 20 – Final version Remittances Study).

1.12 Providing policy recommendations for the focusing of the National Migration Mainstreaming Proposal:

Pursuant on the first assessment mission in June 2012, successive drafts of three questionnaires for stakeholder consultations, respectively with national counterparts, donors/development partners, and Civil Society/Academia, were developed by the SEF, Juris Gromovs, and the Gender Expert (see Annex 21 – SEF 1st Mission Questionnaires Gromovs).

During the same period the SEF proposed furthermore his advanced vision of the assignment with a draft structure and content-outline of the Migration Mainstreaming Proposal for an intermediary traffic-light check and coordination of the further work with the MOMID partners. Due to SEF's unforeseen resignation in August 2012, such plans were put on hold.

Following the first assessment mission of the back-then newly appointed SEF, Daniel Naujoks, in December 2012, three up-dated draft questionnaires were developed for stakeholder consultations, respectively with national Government counterparts, donors/development partners, and Civil Society/Academia (see Annex 22 - SEF 1st Mission Questionnaires Naujoks). The three up-dated stakeholder questionnaires were based on the desk review as well as on the June 2012 first assessment mission's inputs. These draft stakeholder questionnaires were finalized and distributed to the stakeholders soon after the SEF's 2nd mission visit ended. For more information on the outcome of SEF's 2nd mission, please see Annex 40 – SEF's 2nd Assessment Mission Report.

The feedback collected from all surveyed institutions was compiled in form of several Papers, accompanying the Draft National Migration Mainstreaming Proposal: (a) *Government's Priorities in the Area of Migration and Assessment of Existing Coordination mechanisms in the Area of Migration* (see Annex 23) – based on the findings of the Governmental institutions questionnaires; b) *UNCT M&D Gaps and Capacities Assessment Report* (see Annex 26), based in the findings of the Donors questionnaires. The Senior Expert Facilitator also submitted in January 2013 policy recommendation targeting (i) diaspora participation and (ii) mainstreaming, cooperation and coordination (see Annex 25 – Memos on *Diaspora participation and Migration mainstreaming,, cooperation and coordination*).

Apart from that, the possibility of developing a Migration Mainstreaming Checklist has been discussed, which would offer policy-review guidelines from migration and development perspective to line ministry policy specialists and State Chancellery officials reviewing draft policy documents. It was discussed that it would be convenient to have a general as well as several thematic checklists for Government decisions taken that guide decisions and sensitize government institutions about migration-related aspects. These checklists would guide civil servants in the process of designing strategic documents, public policies and programmes to critically think about the impact of migration-related aspects on the respective strategy and about the impact of such strategies on migration-

related aspects. Such document was submitted and thoroughly discussed during the MOMID Prioritization Retreat (see Annex 25 – Final version Draft Migration & Diaspora Checklist).

Additionally, as per the State Chancellery's request, the SEF has incorporated draft amendments in the 'Methodological Guide on Ex-Ante Assessment of the Impact of Public Policies' (see Annex 41) in order to reflect the migration impact check. The timing couldn't have been more perfect, as the Decision of the Moldovan Prime-minister (nr. 58 as of 07.06.2013)³ (see Annex 42) called for the State Chancellery to ensure the insertion and advancement of necessary changes in the methodological guide for the ex-ante and ex-post policy impact so as to reflect diaspora and migration impact analysis.

During the consultations, the SEF, MOMID programme and the State Chancellery decided that it would be advantageous to include migration-related elements and a migration impact check into the 'Methodological Guide on Ex-Ante Assessment of the Impact of Public Policies'. The SEF reviewed the Guide and provided concrete suggestions as to what changes could be made (see Annex 41 for the Guide with the proposed changes).

1.13 Assessment of the UNCT's capacities and gaps to advise the GoM on the inter-linkages between migration and human development, gender equality and their effective use and outline UNCT's support/training needs:

The SEF drafted a report on the '*Assessment of the United Nations Country Team Moldova's Capacities and Gaps in the field of Migration and Development*', highlighting the UN Country Teams capacities and gaps to analyze migration and development, and advise the Government of Moldova on the inter-linkages between migration and human rights-based development with relevant recommendations for strengthening capabilities. The assessment was based on the thematic consultations with several members of the UNCT (held in February 2013), the Joint UNCT-GoM Retreat on Mainstreaming Migration (held in May 2013), the MOMID Stakeholder Survey, a session at the internal UNCT Retreat that included migration (held in February 2013), and the review of key documents. The assessment strived to highlight to what extent the UNCT was already in a position to fulfill that role and what kind of gaps may need to be addressed to improve its capacities in this regard. That included an analysis of the *United Nations–Republic of Moldova Partnership Framework (UNPF) 2013–2017* and the related Action Plan that currently does not consider the full potential of mainstreaming migration. Concrete recommendations were made as to how the Action Plan could be adapted, by including migration-targeted and migration-sensitive activities.

The assessment of the capacities and gaps and recommended measures is based on the following four pillars:

1. Extensive in-person consultations with a wide range of different ministries, agencies, UNCT member agencies, and civil society actors have been conducted from July 2012 to March 2013. Especially, in the period 4–8 February 2013, the senior expert facilitator participated at the United Nations Country Team (UNCT) retreat and held consultative meetings with ILO, IOM (several teams), OHCHR, UNFPA, UNICEF, UNRC/UNDP, UN Women, and WHO.
2. A comprehensive stakeholder survey among Government agencies, donors and civil society partners, to which the following eight UNCT member agencies have submitted their replies: Office of the UN Resident Coordinator, FAO, ILO, UN Women, UNAIDS, UNDP, UNFPA, and WHO.

³ <http://lex.justice.md/index.php?action=view&view=doc&lang=1&id=348273>

3. Thirdly, the *Joint Retreat of the Government of Moldova and the United Nations Country Team on Mainstreaming of Migration into Development* held on May 29–30, 2013, provided a platform to discuss the gaps and capacities of the UNCT in relation to the Government of Moldova’s priorities. In particular, Session VII of the Retreat focused on donor coordination processes.
4. Fourth, the assessment is based on the analysis of the UN Moldova’s Partnership Framework and its Action Plan 2013 and documents provided by the UNCT Member Agencies.

In the end, the Senior Expert Facilitator issued a series of key recommendations, the most crucial ones being listed below:

- A more *specific awareness* may be needed by several UNCT member agencies of how migration affects sectorial policies and the concrete activities of each UNCT member and how UNCT programmes may affect migration flows and migrants’ contributions;
- According to the Mainstreaming Proposal, development partners across thematic areas, and including those experts who are not specifically dealing with migration, should be encouraged to actively participate in inter-institutional processes on migration and development;
- Capacities and awareness of UNCT members should be strengthened to ensure that migration-related aspects are included into the agendas and where possible into the regulatory framework of sector coordination councils and other coordination fora;
- Based on the UNCT’s budgetary framework, which includes specific columns on migration-related projects, and other collection mechanisms, a regular, annual mapping should be conducted that also leads to discussions about potential synergies and integrated projects and scaling up of initiatives. While this process should be an internal UNCT mechanism this would also feed into the Government of Moldova’s endeavor to conduct an annual mapping of external assistance activities with direct and indirect links to migration, as suggested in the MOMID Mainstreaming Proposal;
- Partnerships with (a) the private sector should be increased (employers, micro financing institutions); (b) the National Confederations of Trade Unions and Employers’ Organizations can be improved through regular sharing of information, capacity building events, joint activities, etc.; (c) academia should be increased, as this is critical to develop evidence-based policies in the area of migration and development;
- UNCT member agencies display a high interest in capacity training on migration and development. Training needs are perceived to be highest in the fields of (1) reintegration of women and men migrants after their return to home country, (2) matching education and national/regional market needs and (3) statistics on migration, followed by (4) maximizing benefits of Moldovan migrants’ remittances, (5) gender aspects of migration, (6) health of Moldovan female and male migrants, (7) concluding international/bilateral agreements for mutual recognition of educational diplomas, etc and (8) integration of immigrants in the Republic of Moldova. For more details, please see the UNCT M&D Gaps and Capacities Assessment Report (see Annex 26).

1.14 Organizing Prioritization retreat including a costing exercise for the Government and the UNCT:

The Programme, through the joint work of the SEF, NEF and UN Gender Expert, contributed to the development of a draft *Proposal for Mainstreaming Migration into Development* (henceforth: “the Proposal”), based on the analysis of strategic documents and policy plans, the findings of the Extended Migration Profile (EMP), the National Human Development Report, two diaspora mapping studies, a MOMID study on options for harnessing the potential of remittances and savings for development in Moldova. The document represents a strategic proposal for deepening the process of integrating migration, diaspora issues and gender into the design, implementation, monitoring and evaluation of policies and programmes in any sphere related to development and poverty reduction. The Proposal reflects the way migration and gender-related issues should be included into legislation, policies and programmes at the national, regional, and local level. Furthermore, it is tackling migration, diaspora and gender as cross-cutting issues in a range of existing policy documents and, most importantly,

establishes processes and harnesses existing intra-institutional structures to ensure that migration- and gender-related aspects continue to be included in sectorial policies in the future.

The Proposal contains a number of goals, objectives and measures that should be taken up and developed further by the respective Government institutions. Thus, while the Proposal flags gaps in the policy framework and suggests activities to address existing shortcomings it would go beyond the scope of the exercise to establish the concrete content of programmes and a timeframe for their implementation.

In order to discuss and reach a consensus on the draft Mainstreaming Proposal, a joint 2-day GoM/ UNCT Prioritization Retreat was organized by the MOMID Programme, gathering up to 70 participants from Government institutions, development partners and civil society.

The Draft National Mainstreaming Migration Proposal along with its several annexes (Migration & Diaspora Checklist, the draft Amendments⁴ to the Methodological Guide on Ex-Ante Assessment of the Impact of Public Policies⁵ and a review on Migration Coordination Mechanisms) had been submitted in early May 2013 and were disseminated to various key stakeholders (line ministries and governmental agencies, UN agencies, CSO/ academia representatives and social partners, donor institutions) for consultation purposes. Prior to the Retreat, the incoming feedback was collected and factored accordingly in the Draft Proposal. Shortly, a draft agenda of the Retreat was drawn up (see Annex 27 – Prioritization Retreat Agenda), as well as a Sessions Profile paper, establishing the main sessions and their goals (see Annex 28 – Prioritization Retreat Session Profiles). Taking into account the complexity, as well as the gamut of topics up for discussion during the Retreat, the MOMID team identified thematic session facilitators, who had bilateral meetings with the SEF during May 27-28 2013 prior to the Retreat. The meetings helped to clarify any outstanding/ unresolved “conceptual” aspects related to the Retreat sessions and to coordinate both facilitators’ and SEF’s efforts in running a smooth sessions’ moderation.

The Joint GoM/ UNCT Retreat was held on May 29 – 30, 2013 and provided stakeholders with the opportunity to discuss the draft Mainstreaming Migration Proposal and to agree on policy priorities, integrated policies and the most effective and meaningful mechanisms to cooperate and coordinate activities in the field of migration and development. The main format of the retreat was facilitated discussions. With the support of the SEF and other facilitators, participants discussed the concrete goals, objectives and measures of the National Mainstreaming Migration Proposal. The facilitation was geared towards the overall agreement on priorities and results.

⁴ During the SEF’s 2nd visit mission, it was jointly agreed by the MOMID programme and the State Chancellery that it would be advantageous to include migration-related elements and a migration impact check into the ‘Methodological Guide on Ex-Ante Assessment of the Impact of Public Policies’. The SEF reviewed the Guide and provided concrete suggestions as to what changes could be made. These changes are reflected in Annex 41 - Ex-Ante Guide MIGRATION (2013.06.25).

⁵ *The Methodological Guide on Ex-Ante Assessment of the Impact of Public Policies* was designed as a methodological guide for the public authorities involved in the development and analysis of public policy impact before making a decision. Such type of analysis is called *ex-ante* analysis. The importance of ex-ante analysis derives from the need to formulate good quality public policy, which can be achieved not only by regulatory instruments that are commonly applied in Moldova, but also by other, less interventionist instruments. This analysis does not substitute the decision-making process, but is a support for this process. The purpose of the Guide is to ensure that any policy answers three main questions before being adopted: Is the state intervention justified? Are there better ways to solve the problem and to achieve the set objectives? How can the resources be better used?

The *Retreat* hosted representatives of the following institutions: Government of Republic of Moldova (State Chancellery, Line Ministries and other central public authorities); United Nations Country Team agencies (UNDP, IOM, UN Women, ILO, UNICEF, UNFPA, WHO); Development partners (SDC, IASCI, ICMPD); Social Partners (Trade Unions and Employer Associations); CSO representatives (CBS-Axa, Expert-Group, CIVIS).

The two-day consultations have put for discussion the challenges and key remedies for consolidating the engagement and responsibilities of different line ministries, national and local public authorities regarding the migration-related and gender-sensitive initiatives. Special attention was paid to such topics as remittances, savings, and investments of diaspora, improvement of access and quality of social services, as strategic goals and options for tackling development problems and analyzing the role of local public authorities to maximize the benefits of emigration, immigration, and diaspora contributions. To assimilate the practical dimension of the mainstreaming exercise, the participants have carried out some group activities, discussing the best ways to mainstream migration and diaspora-related aspects into sector development strategies, especially in the area of agriculture and education. And last but not least, the participants have analyzed and debated the options for improving the intra-institutional cooperation for effective and efficient migration policies, with the aim to avoid overlaps and gaps, as well as to increase integrated policy interventions.

Upon the Retreat's closure, the State Chancellery representative, Mr. Stanislav Ghiletschi informed the participants that all the collected feedback would be integrated and directed towards finalizing the Draft Mainstreaming Proposal. He also stated that the final draft of the Proposal would be submitted to the State Chancellery and discussions would continue also with the Bureau for Diaspora Relations and other key stakeholders so that a final decision on the coordination process, the status of the Proposal and the ways of its implementation and monitoring would be taken by the responsible institutions. The Government official stressed out the importance of this document's further implementation and already made efforts to mainstream migration into strategies and policies, developed by the Moldovan Government.

During the same Valedictory Session, it was agreed that the Draft Mainstreaming Proposal would be amended by reflecting the feedback provided by all participants during the Retreat and disseminated once more final validation among all stakeholders. For more details on the Joint GoM/ UNCT Retreat (see Annex 29 – Report on the MOMID Prioritization Retreat).

Such feedback was indeed integrated by the SEF into the existing Draft Mainstreaming Proposal and Draft Migration & Diaspora Checklist and re-disseminated once more in mid-June 2013 among stakeholders. Given that the SEF's service contract has expired on 30 June 2013, all stakeholders' incoming comments up to that date were integrated in the 2nd re-disseminated Draft Proposal. All the outstanding comments on the Draft National Mainstreaming Migration Proposal incoming after that date were inserted by the MOMID project team in a specially generated Matrix and submitted to the State Chancellery (see Annex 30 – Final Version of the Draft Migration Mainstreaming Proposal as of July 2013 and Annex 43 – MOMID Draft Proposal Matrix).

1.15 Participation of Governmental representatives and UNCT Focal Points in international/ regional conferences, trainings, RCPs with migration mainstreaming relevance:

The Pilot Programme has covered the participation of Governmental officials, as well as UNCT Focal Points to the following international conferences:

- The “Readmission and Assisted Voluntary Return” *Final Regional Conference on SIREADA* project was hosted in Moscow, Russian Federation on February 21 2013 and saw the participation of leading governmental institutions with mandate in the area of migration from the Russian Federation, Ukraine and the Republic of Moldova, representatives of IOM Missions to the Russian Federation, Ukraine and Republic of Moldova, foreign diplomatic

missions to the Russian Federation, etc. IOM Mission to Moldova covered participation expenses of three Governmental representatives, while the Joint Pilot Programme covered participation expenses of MOMID project staff.

- The 2013 Global Forum on Remittances in Bangkok, Thailand - dedicated to highlighting the importance of international migration and the vital flow of remittances. The conference was part of a series of events devoted to the creation of worldwide synergies among government, civil society and private sector stakeholders who are key to maximizing the development impact of migration. A Remittances Marketplace ran in parallel with the Forum, providing private-sector entities and other stakeholders with an opportunity to exhibit their products and services, network and share knowledge and good practices. The Marketplace has indeed served as a venue for interaction with other key remittance market players from public and private sectors, and civil society. The Joint Pilot Programme covered participation expenses of 2 governmental officials (representing the National Bank of Moldova and the Bureau for Relations with Diaspora under the State Chancellery) and the MOMID project staff.

1.16 Organization of a consultative meeting in-country and a consultative meeting in Brussels for the presentation of the Mainstreaming Proposal and support needs to donor community:

Following the Programme's Board Meeting held on 11 October 2012, it was unanimously approved to remove from the Programme Work Plan the following activity:

- Organization of a consultative meeting in-country and a consultative meeting in Brussels for the presentation of the Mainstreaming Proposal and support needs to donor community.

(see Annex 31 – Minutes of MOMID Board Meeting as of October 2012)

1.17 Organizing 1 (one) training on International Migration Law and EU Migration & Asylum Acquis for Parliamentarians and selected officials.

Following the Programme's Board Meeting held on 11 October 2012, it was unanimously approved to remove from the Programme Work Plan the following activity:

- Enhancing Parliamentary attention to and knowledge of migration issues: International Migration Law and EU Migration & Asylum Acquis training for Parliamentarians and selected officials; (see Annex 31 – Minutes of the MOMID Board Meeting as of October 2012)

1.18 Supporting the creation of a collaborative platform for online work on policies by focal points in different ministries:

The pilot project has supported the Bureau for Diaspora Relations in creating a complex web Portal for Moldovan Diaspora that would serve as an online platform for information and communication between Moldovan citizens abroad. The Portal's purpose is to unite the Moldovan citizens in a virtual community, so that they get the chance to maintain the connection between themselves and their homeland by sharing their experiences of being abroad, ideas and expertise in the fields they are working. The Platform would increase the trans-border cooperation between Diaspora members and their partners from other countries, in particular from their country of origin, the Republic of Moldova. The Request for Proposal for an IT company to develop the Portal (please see enclosed Annex 46) was placed UNDP Moldova's site on the 23rd of December 2013 (<http://www.undp.md/tenders/details/750/>) and was open till January 10 2014. At the end of the tender period, only one proposal has been submitted and following the technical evaluation - *ArtMedia Sintez* SRL, was selected as the winning company. According to the contract terms, *ArtMedia Sintez* SRL, developed the Beta version of the web Portal. Other remaining works (the launch of the

Beta version Portal, its final release and technical maintenance) will be undertaken and executed by the Swedish Public Employment Service and MOMID Programme Phase II Team.

1.19 Supporting the development of sectorial policy documents in order to ensure the inclusion of migration and diaspora-related aspects considering gender-specific needs and capacities of men and women rights:

The MOMID Pilot Project, in cooperation with Diaspora Relations Bureau (DRB) under the State Chancellery (SC), announced an open call for the recruitment of 2 (two) local consultants (<http://www.undp.md/jobs/jobdetails/427/>), who would provide a thorough Ex-ante analysis for the draft public policy proposal “Fostering the return of Moldovan migrant workers from abroad” with view to supporting and strengthening the capacities of the Ministry of Labor, Social Protection and Family (MLSPF). The purpose of this assignment is to ensure the drafting of an evidence-based public policy, in accordance with the new requirements for policy documents elaboration and presentation of a set of recommendations for proper implementation and promotion of the state policies regarding the migration issue. The ex-ante analysis of the “Fostering the return of Moldovan migrant workers from abroad” policy draft should provide a range of options, which would serve as actions for the policy promoted by the Government of Republic of Moldova in the area of migration. For more information please see Annex 47 – ToR for PPP Consultants.

After all candidate submissions have been received, the Evaluation Committee has ruled that none of the applicants demonstrated competencies to complete the task in an accurate and professional manner. Mainly the candidates are lacking impact analysis abilities and options design, which is crucial for an ex-ante analysis. For more details, please see Annex 48 – Evaluation of PPP Consultants: Aggregated Scorings.

The MOMID team, upon DRB’s suggestion, has pursued contracting a local consultant with vast experience in the area of ex-ante policy analysis, namely Ms. Onorica Banciu. The deadline for the delivery of the final version of the public policy ex-ante analysis was slated for 07 February 2014. The consultant has submitted the final draft of the ex-ante analysis of the “Fostering the return of Moldovan migrant workers from abroad” policy along with costs of the given policy’s implementation – for more details please see Annex 49 for the document.

1.20 Supporting the implementation of a number of concrete national M&D policy priorities, inter alia concerning the enhancement of financial services for migrants and their families. To that end support shall be offered to the National Bank and the Postal Office to develop ties with foreign counterparts and learn their respective best practices:

One of the main goals of the Moldovan Government is to establish and promote efficient and competitive payment services on the market. The Moldovan Post Office is a potential candidate to provide such services, bearing in mind its 20 year experience on the services market and being a state-owned entity. The objective of this meeting was to establish strong collaboration between the Italian and the Moldovan counterparts by discussing the feasibility and prospects of establishing sustainable and efficient international money transfers services between Italy and Republic of Moldova. To this purpose, negotiations were held and in the end 2 documents were signed, the Memorandum of Understanding between The Moldovan Post Office and the Italian Post The Moldovan and the Confidentiality Agreement. The Moldovan delegation included various key stakeholders, representing institutions such as National Bank, Moldovan Post Office, Ministry of Information Technologies and Communication and IOM Mission to Moldova. For more details please see Annex 44 - Agenda of the bilateral meeting and Participants List.

1.21 Translation of the *Mainstreaming Migration into Development Planning Handbook* in Romanian:

The MOMID team has translated into Romanian the *Mainstreaming Migration into Development Planning Handbook*. The Handbook's print run is 200 copies. They will be mainly disseminated during trainings undertaken under the Phase II of the MOMID Programme, targeting the newly appointed diaspora focal points as well as local public authorities. For more information, please see enclosed Annex 50 - *Mainstreaming Migration into Development Planning Handbook* – Romanian translation.

1.22 Ensure project management, coordination with stakeholders and efficient timely implementation of activities.

During the implementation period, June 2012 – January 2014, the Programme held the following meetings:

- 1. Local Project Appraisal Committee Meeting.** On 7 June 2012 the Local Project Appraisal Committee Meeting (LPAC) was held during which the MOMID Project Document and its Work Plan has been approved and formal implementation initiated.

On the management arrangements side, it has been agreed that State Chancellery - the Implementing Partner, will be represented by Mr. Ruslan CODREANU, also appointed as Project Director and Chair of the Board, which also includes UNDP, IOM, UN Women, Swiss Development Cooperation, EC Delegation, UNICEF, Ministry of Labour Social Protection and Family, Ministry of Foreign Affairs and European Integration, Bureau on Interethnic Relations, and a representative of the Civil Society's National Participation Council.

The recruitment processes having been initiated and brought to an advanced level before the Local Project Appraisal Committee, the Programme proceeded with immediate contracting of a Senior Expert Facilitator (international consultant) – Mr. Juris GROMOV (as of 8 June 2012) to develop the National Migration Mainstreaming Proposal, based on a comprehensive assessment of the migration management framework and policy coherence. A National Expert Facilitator - Mr. Eugen BURDELNII - has also been contracted (as of 29 June 2012), to support this work. In addition, UN Women recruited a National Gender Expert – Mrs. Daniela TERZI-BARBAROSIE. A Project Officer - Mr. Alexandru MOCANU - has been hired (as of 14 June 2012) to provide effective and efficient project management support, as instructed.

For more details please see Annex 32 – Minutes of Local Project Appraisal Committee meeting June 2012.

- 2. Programme Board Meeting (11 October 2012).** The Board meeting agenda put up for discussion the first Quarterly Report (June – September 2012), the activities in progress, as well as the most pressing concerns and challenges encountered along the Programme implementation.

The Board participants have unanimously approved the recommendations issued by the Programme's Team, specifically the:

- Approval of the Narrative and Financial Reports for June-September 2012;
- Informing the global pilot project's leadership of the no-cost extension of MOMID into 2013 beyond the initially envisaged June 10, 2013, for the end of quarter III, 2013;
- Identification and contracting of the new Senior Expert Facilitator as soon as possible, and change the respective ToR to reflect the work left, as well as to optimize the assessment visit(s) to Moldova through thematic group meetings;
- Extension into 2013 of Programme's activities related to the SEF's assignment, including the development of the draft National Migration Mainstreaming Proposal;

- Removal from the Programme Work Plan of the following activities: (i) Enhancing Parliamentary attention to and knowledge of migration issues: International Migration Law and EU Migration & Asylum Acquis training for Parliamentarians and selected officials; (ii) Organization of a consultative meeting in-country and a consultative meeting in Brussels for the presentation of the Mainstreaming Proposal and support needs to donor community. The respective activities would be then included in a phase II of the current Programme, subject to the respective approval and execution of procedures by the Donor;
- Approval of the revised Work-Plan and respective Budget reflecting the above changes (exclusion of activities and Programme extension for the end of the Q3 2013);
- Invite the Bureau for Migration and Asylum to become a member of the MOMID Steering Board.

For more details please see Annex 31 – Minutes of the MOMID Board Meeting as of October 2012.

3. **Programme Virtual Board Meeting (04 April 2013)**. The decision to hold a virtual (on-line) Board Meeting was taken due to the small agenda and to speed up the discussions and approval of transfer of available funds from the 2012 Programme budget to the 2013 one. Mr. Ruslan Codreanu, Head of General Policies and Foreign Aid Coordination and Central Public Administration Reform Department at the State Chancellery, initiated the discussions, sharing the MOMID Revised Work Plan and MOMID Revised Budget for 2013 to the board members for review and approval, and informed participants of the outstanding balance of 23,380 USD, funds available from 2012, which were envisaged to be transferred to the 2013 budget in order to continue project's activities, attaching the Request for Budget Revision for 2013. Project Board Members approved the decision to transfer the remaining funds to the Programme's 2013 budget.

For more details please see Annex 33 – Minutes of Online Board Meeting April 2013.

4. **Programme Board Meeting (28 June 2013)**. The decision to hold a virtual (on-line) Board Meeting was taken because of the small meeting agenda and to speed up the discussions and approval of the no-cost extension of the project up till 30th of September 2013. Mr. Ruslan Codreanu, Head of General Policies and Foreign Aid Coordination and Central Public Administration Reform Department at the State Chancellery, initiated the discussions by proposing the extension of the Programme's pilot phase, with no-cost amendments, for 3 (three) additional months. Mr. Codreanu invited all members of the Project Board to discuss and share comments on the information presented, in view of approving the proposed non-cost extension. All Project Board Members agreed with the submitted proposal.

For more details please see Annex 34 - Minutes of Online Board Meeting July 2013.

5. **Program Board Meeting (20 December 2013)**. The decision to hold a virtual (on-line) Board Meeting was taken to speed up the discussions and approval of the cost extension of the project pilot phase with additional funding up to 31st of January 2014. Mr. Victor Lutenco, Head of Diaspora Relations Bureau, initiated the discussions and shared the MOMID revised Work Plan for 2013 – 2014 (Annex 51) to be implemented by 31st of January 2014. Mr. Lutenco invited all members of the Project Board to discuss and share comments on the information presented, in view of approving the proposed extension with cost amendments. All Project Board Members have agreed with the submitted proposal.

For more details please see Annex 45 - Minutes of Online Board Meeting December 2013.

The Programme Team successfully and duly submitted quarterly and annual reports through the Project Board to UNDP, Government and major stakeholders (see Annex 35 – MOMID 2012 & 2013 Quarterly Reports).

All activities were implemented according to the Programme's Annual Work Plan. Any delays, which occurred in the process of implementation of activities, have been reported preliminarily to the Project Board.

VI. Reporting to UNDP corporate priority areas

a) Gender

Owing to the analysis that developing gender-sensitive evidence-based policies in the migration field is becoming critical for Moldova in order to efficiently address migration issues and to empower women, especially in rural areas, UNWOMEN Moldova offered to join the project as development partner with resources from its Women's Economic Empowerment Programme funded by the Government of Sweden and the UN Development Fund for Women. Following consultations it was decided that a dedicated gender expert should complement and join in all expert work within the mainstreaming process and ensure appropriate factoring of the gender dimension and analysis thereof.

The Gender Expert has contributed to the implementation of the Programme's activities by:

- providing inputs related to the gender dimension in key documents, such as the Draft National Migration Mainstreaming Proposal and its accompanying annexes, Survey questionnaires addressed to governmental institutions, development partners and CSO/ Academia representatives, Course Material on Migration & Development, Stakeholders' interview guides.
- ensuring the proper coverage of the gender dimension throughout a series of events: Joint Govt/ UNCT prioritization retreat, UNCT migration mainstreaming workshop, Public lectures on migration mainstreaming held in Moldovan universities, Diaspora Seminar, Stakeholders thematic interviews.

b) Contribution to capacity development / Durability of results

1. Have the Programme Team interventions in this area been designed with a clear plan to ensure the durability of results through developing skills, systems and/or institutions?

Yes /No

2. Does the Programme Team already see change in counterpart capacities as a result of its interventions?

Yes /No

3. Whose capacity (an entity, organization, group or system) and what capacity (e.g. planning, M&E, policy making, finance and budgeting, HR management, procurement, programme/project management, technical specialization) has changed? Please describe how you know that capacity has changed and select the evidence source and type of data which verifies this change. (1500 characters maximum)

The Government has requested the drafting within the Programme of additional tools to ensure systemic and sustainable migration mainstreaming mechanisms at all levels of the policy cycle, notably migration mainstreaming checklist for draft policy and Programme documents from line ministries. The Senior Expert Facilitator developed three Migration and Diaspora Checklists that aim at guiding civil servants in the process of designing *initiatives* to

critically think about the impact of migration-related aspects on the respective initiative and about the impact of such initiatives on migration-related aspects. These are: (a) General Migration and Diaspora Checklist; (b) Specific Migration and Diaspora Checklist for initiatives in the field of economic development and employment; (c) Specific Migration and Diaspora Checklist for initiatives in the field of education, health and social protection. All checklists were distributed among stakeholders, then later discussed during the GoM-UNCT Prioritization Retreat and further revised based on the received feedback. All final versions of these documents were submitted to the State Chancellery.

Additionally, Moldova has been also developing a policy evaluation mechanism, two methodologies for ex-ante and ex-post impact evaluation (the former being piloted with five line ministries). During consultations between the MOMID Programme and the State Chancellery, it was decided it would be advantageous to include migration-related elements and a migration impact check into the 'Methodological Guide on Ex-Ante Assessment of the Impact of Public Policies'. The Senior Expert Facilitator reviewed the Ex-Ante Guide, which can be accessed by clicking the following link - http://rapc.gov.md/file/Ghid_ex%20ante_Vol%201_final.pdf - and provided concrete suggestions as to what changes could be made.

4. What changes have already taken place in this area that give evidence of structural / institutional adaptation to underpin the durability of any development results?

In order to assess the impact of migration and diaspora-related public policies during the development and implementation phase, the recently issued disposition by the Moldovan Prime-minister (Disposition nr. 58 as of 07.06.2013) called for the State Chancellery to ensure the development and advancement of necessary changes for the introduction of diaspora and migration impact analysis in the draft methodological guide for the ex-ante and ex-post policy impact. The Programme proposed such tools and furthermore will assist the State Chancellery to implement them during the 2nd phase of the MOMID Programme.

The same Governmental disposition provided for the establishment of ministerial diaspora focal points, which would strengthen the capacity of institutions to implement the state policy in the field of relations with Diaspora; ensure effective interaction between government agencies and their cooperation with the diaspora, and ensure a better mainstreaming of responsibilities in the development of diaspora-related policies (whole-of-the Government approach).

Types of change (Highlight all those which your project is contributing to):

- Specific statistics/indicators being collected in national systems
- Counterpart-managed knowledge platforms (networks, databases, etc) on the topic are strengthened Government-offered civil service training periodically includes the topic
- **There is a government institution with a mandate to address the issue - State Chancellery coordinates a whole-of-government approach to the issue.**
- Civil servants' performance appraisal processes include the topic
- Resources for the issue are allocated cyclically
- Oversight bodies have a mandate to regularly monitor / report on the issue

- Civil society has organized to monitor commitments under the issue
- A process to foster future leaders on this topic is in place
- **There is improved access and participation in dialogue and decision-making**
- Other, please specify /300 character limit

For each type of change selected indicate the type of data and type of evidence, as per below:

- Type of data, please highlight: *qualitative, quantitative, both*
- Type of evidence source, please highlight:

- ✓ **Primary: stakeholder questionnaire/ interview;**
- ✓ *Primary: Group interview/focus groups;*
- ✓ *Primary: Perception survey/opinion poll;*
- ✓ **Primary: on-site observation** *e.g. physical check, counting;*
- ✓ *Primary: Case Studies;*
- ✓ *Primary: Other, please specify; **Direct result of events organized within Programme***
- ✓ *Secondary: Government/National Statistics (nationally collected data);*
- ✓ *Secondary: Government/ National perception survey/Opinion poll;*
- ✓ *Secondary: Government/ National report or assessment;*
- ✓ *Secondary: Government/ National evaluation;*
- ✓ *Secondary: third party statistics (donor, agency, civil society collected data);*
- ✓ **Secondary: third party report or assessment;**
- ✓ *Secondary: third party evaluation;*
- ✓ *Secondary: third party perception survey/opinion poll*
- ✓ *Secondary: other, please specify*

c) Dimensions

a) Awareness raising/Brokering/Convening

1. Which institutions/groups are the focus of your work? You may select more than one...

Executive Branch

- Prime Minister / President's office or secretariat
- Governor / Mayor / equivalent, or secretariat
- Finance, Planning, Public Sector reform or administration, Government Policy Unit
- Social affairs/ social development, Women's affairs
- Justice, Interior, Defense, Police and security sector

Judicial Branch

- Supreme Court
- Criminal Court System
- Administrative Court System

Independent Bodies

- Oversight institutions (Auditor General's Office, Anti-Corruption, Ombudsperson)**
- Electoral authority**
- Human Rights Commission**
- Statistics Office**

- Public services (health, education, water, energy, telecommunications, etc)
- Employment/business development, Labor
- Environment, Disaster preparedness/response, Agriculture/rural development, Land and/or human settlements, Marine or fisheries
- Peace-building, Reconstruction/rehabilitation

Private sector

- Private Sector**

Legislative Branch

- Parliament (including committees)**
- State / Municipal Assemblies**
- Parliamentary Commissions**

Civil Society

- NGO**
- Community Based Organization**
- University, Think Tank**

Other Please specify: (100 characters maximum)

2. Is the Programme Team aiming to contribute to a change in attitudes and/or behaviors?

Yes/No

3. Has the Programme Team contributed to a change in attitudes and/or behaviors to address gender inequalities in specific areas?

Yes/No

4. Is the Programme Team aiming to convene or broker partnerships between different groups or bodies around development issues?

Yes/No

5. Is the Programme Team aiming to expand access of specific groups to political process and decision-making?

Yes/No

b) Support to national assessment, planning, budgeting and policy making

1. Same as is 6C (a) above
2. Is the programme Team supporting a diagnostic or assessment, planning, budgeting, policy making or legislative process or processes? This support may have started in 2012 or prior years and you should report on all support which was completed or is underway in 2012 including progress with regard to work reported in the 2011 annual report)
 - Diagnostic or Assessment: **yes/no**
 - Planning: **yes/no**
 - Budgeting: **yes/no**
 - Policy making: **yes/no**

- Legislative process: **yes/no**

c) Implementation for inclusive development

1. Same as is 6C (a) above
2. Is the Programme Team supporting the implementation of a strategy, action plan, or programme?

Strategy: **Yes/No** – the National Development Strategy Moldova 2020

Action Plan: **Yes/No** – Action Plan of the National Strategy on Migration and Asylum

Programme: **Yes/No**

3. How many small-scale or pilot initiatives is your country office supporting in 2012 (even if support started in a previous year)? **1 (course on Migration and Development)**
4. How many of these have been up-scaled or replicated in 2012? (Enter number)
N/A
5. Is UNDP supporting national capacity to access global (vertical) funds, e.g. in environment, health, etc.?

Yes/No (Please answer for the funds which are relevant to your work ONLY).

d) Environmental /Social Safeguards

- Does UNDP directly support the application of environmental and social safeguards in programmes and projects supporting this outcome? N/A
If yes, specify one or more of the below that apply:

- National laws and safeguard policies (e.g. using and strengthening national systems related to Environmental Impact Assessments, Strategic Environmental Assessments, poverty and social impact assessments, gender laws, human rights, etc.)
- UNDG and UN Guidelines (e.g. mainstreaming common country programming principles on human rights, gender, environmental sustainability in UNDAFs)
- UNDP's programme and project management guidelines (e.g. application of project-level environmental and social screening procedure for proposed projects of \$500,000 or more, gender mainstreaming, indigenous peoples policy, human rights based approach, etc)

- Please specify (max 300 characters) N/A

VII. Summary of risks, issues and actions taken

The Programme implementation encountered a series of challenges/issues, the most salient of which are provided below:

Incipient understanding/awareness of the migration mainstreaming concept: According to expert observations during the consultation stage dating back to June 2012, a number of state institutions (except for those directly in charge of migration) generally do not perceive themselves as being responsible for migration and its mainstreaming into development. That was imputable to a number of

factors, in the absence at that time of formal expert conclusions and recommendations, besides already recommended continuous awareness raising on migration mainstreaming to better educate the relevant stakeholders, especially those not directly in charge of or perceiving themselves as dealing with migration matters, about migration implications on their respective fields of activity and mandates. These factors were worked on throughout the activities organized within the Programme up to this point, which showcased and fostered migration mainstreaming awareness-raising among Governmental institutions, development partners and CSOs. As one of the recommendations of the Draft Proposal pointed out, stakeholders, such as development partners across thematic areas, and experts who are not specifically dealing with migration, should be encouraged to actively participate in inter-institutional processes on migration and development. Taking into account State Chancellery's intentions to scale down the number of Sectoral Coordination Councils and include migration as a cross-cutting issue on the Agenda, and also the planned revival of the National Commission for Certain Migration Matters, chaired by the Ministry of Internal Affairs, possibly undertaking the lead role in the inter-ministerial coordination of migration policy-making, migration mainstreaming will benefit from more exposure and following that, from a far better understanding.

Resignation of Senior Expert Facilitator: On 10 August 2012 the Senior Expert Facilitator – Mr. Juris GROMOVŠ - asked for his resignation on illness grounds. The Project Team approved the Expert's resignation and his payment for the actual amount of work performed according to his Contract. Occurring at the end of the input-gathering and before any significant deliverables/outputs were achieved from the performed process-oriented work, the resignation had consequences at the levels of Implementation timeline; Financial and Human Resources. The Expert has provided a handover note to ensure to the extent possible transfer of the acquired knowledge to a new incumbent. In light of those described above, on 11 October 2012 the Programme held its Board Meeting, and decided the following:

- Rapid identification and contracting of a Senior Expert Facilitator to restart, and where applicable, continue with the respective Project activities, especially related to the development of the draft National Migration Mainstreaming Proposal. In December of 2012 the newly appointed SEF, Mr. Daniel Naujoks, continued work on the MOMID Programme, successfully completing all envisaged tasks and producing planned deliverables.
- Formally inform the global pilot project's leadership of the no-cost extension of MOMID into 2013. Given the delay incurred through the loss of expertise it was recommended to establish the period of programme conclusion beyond the currently envisaged June 10, 2013, for the end of Quarter III, 2013. Such no-cost extension was approved by the Programme Board in June 2013.
- Remove from the Programme's Work Plan the following activities:
 - Enhancing Parliamentary attention to and knowledge of migration issues: International Migration Law and EU Migration & Asylum Acquis training for Parliamentarians and selected officials;
 - Organization of a consultative meeting in-country and a consultative meeting in Brussels for the presentation of the Mainstreaming Proposal and support needs to donor community.

VIII. Lessons learned

The following lessons learned have been drawn from Programme implementation so far:

- a) Government ownership:
 - **Greater awareness of mainstreaming migration-related policies and programmes should be raised:** in this regard, although important stakeholders such as Ministry of Internal Affairs (MIA), Ministry of Foreign Affairs and European Integration (MFAEI) and Ministry of Labour, Social Protection and Family (MLSPF) are the main authorities to devise such policies, many other migration aspects fall under the

competencies of various ministries and institutions, including at local level. Ultimately, it would seem reasonable for each public authority to conduct discussions and policy planning sessions, assessing the implications of each authority's work for emigration, immigration, diaspora investment, remittances, and other migration-related aspects and how to harness their positive contributions.

- **Evidence-based policy making, informing policy decisions, should be enhanced:** Accurate and comprehensive migration data (emigration, immigration and diaspora communities) disaggregated by age, gender, localities of origin, countries of destination, citizenship and other socio-economic and demographic characteristics, enable policy-makers to design appropriate policy interventions. It has been established that certain data (children born abroad, returned Moldovan migrants), as well as more qualitative and quantitative research on remittances is required; thus relevant interventions should be carried out to address these gaps. Consequently, it is important to continue the work on the *Integrated Information System on Migration and Asylum (SIAMMA)* and increase the consistency and coherence of all data and tables, as is already planned in the SIAMMA Action Plan. Nonetheless, stakeholders should improve cooperation on data by fully harnessing the potential and raising awareness of existing platforms to discuss best ways, collaborations, joint analysis, better understanding of each others' limitations and possibilities (i.e. EMP's Technical Working Group).
- **Continue harnessing efficiently the positive benefits of migration:** it refers to the GoM shifting its focus towards understanding the reasons behind migration and ways to benefit from past, current, and future migration-related contributions giving equal perspective to possible positive contributions and thinking of ways to make emigration and diaspora contributions fruitful for development.

b) Stakeholder consultations:

- In order to form an objective and informed opinion on the mainstreaming processes, a wide-scale participation and consultation is required. It is vital to ensure that consultations reflect a broad range of central and local public authorities, CSOs, social partners, academia representatives and development partners, encouraging their proactive participation;
- The mechanisms/ platforms fostering these consultations should be sustainable, focusing on concrete issues and policies and mandate-extension flexible, given the need to include additional relevant migration aspects or stakeholders, when necessary.
- In order to facilitate and carry out result-oriented discussions, stakeholder consultation platforms should be broken down in thematic working groups and secretariat, if needed, to follow up/monitor adopted decisions, accomplished actions, etc.

c) UNCT capacity:

- While some UNCT members are engaged in a number of different migration, diaspora and migration management activities, there remains the general perception that migration-related aspects are covered by the IOM as specialized agency. Thus, a more *specific awareness* may be needed by several UNCT member agencies of how migration affects sectorial policies and the concrete activities of each UNCT member and how UNCT programmes may affect migration flows and migrants' contributions.
- Capacities and awareness of UNCT members should be strengthened to ensure that migration-related aspects are included into the agendas and where possible into the regulatory framework of sector coordination councils and other coordination fora;
- UNCT member agencies display a high interest in capacity training on migration and development. Training needs are perceived to be highest in the fields of (1) reintegration of women and men

migrants after their return to home country, (2) matching education and national/regional market needs and (3) statistics on migration, followed by (4) maximizing benefits of Moldovan migrants' remittances, (5) gender aspects of migration, (6) health of Moldovan female and male migrants, (7) concluding international/bilateral agreements for mutual recognition of educational diplomas, etc and (8) integration of immigrants in the Republic of Moldova. Capacity training should consider the use and joint elaboration of certain migration and diaspora checklists and the use of the 'Methodological Guide on ex-ante assessment of the impact of Public Policies', in which the Government plans to include migration-related aspects.

- UNCT should enhance existing partnerships with key stakeholders, such as the private sector (employers, micro financing institutions), with the National Confederations of Trade Unions and Employers' Organizations by way of regular sharing of information, capacity building events, joint activities and academia representatives, as this is critical to develop evidence-based policies in the area of migration and development

d) Added value of global meetings and exchanges:

- Global meetings and exchanges contribute to the overall enrichment of policymakers' national practices dealing with migration and development and enable them to capture new developments in the mainstreaming exercise. Such avenues foster an active exchange of information and experiences and favourably impact national practitioners to review/ rethink migration and development linkages, assess/adapt priorities to be taken forward and initiate pilot processes/ initiatives, upon return, pertaining to the mainstreaming process.

e) Role of civil society:

- CSOs should be encouraged to integrate migration and development aspects in their agendas and benefit from extensive capacity building exercises allowing them to manage accordingly M&D-associated aspects;
- CSOs play an important role in helping changing social perception towards migration – related stereotypes/ consequences and effectively mitigating its risks. Respectively, they could carry out specific awareness-raising campaigns, targeting social groups, including vulnerable ones (returned migrants, female/male migrants, children left behind, elderly, migrants entitled to social benefits, immigrants, etc.);
- Migration- and gender-sensitive training for media representatives and public servants in charge of issuing press-releases within state institutions is desirable, as it has been acknowledged that media outlets often cover migration-related issues in a sensationalist manner and do not investigate their facts well.

IX. Communication /Outreach/Visibility

A Programme banner (see Annex 36) and 200 leaflets (100 in English and 100 in Romanian) have been designed and printed to ensure visibility of all implementing partners and the donor (see Annex 37 – MOMID Leaflet). Also, a Programme web-page has been created on the UNDP Moldova website, hosting the main project information and key materials: <http://www.undp.md/projects/MOMID.shtml>. All Programme documents (Quarterly/Annual Reports, Minutes, Papers, etc.) or official correspondence carries the logos of the implementing partners and the donor in the letterhead. The events held within

the Programme or with Programme's participation are being regularly reflected on the web-sites of the implementing partners or in the news. Here are few examples:

- State Chancellery website:
<http://www.cancelaria.gov.md/libview.php?l=en&id=1184&idc=277>
<http://www.cancelaria.gov.md/libview.php?l=en&id=1150&idc=277>
<http://cancelaria.gov.md/libview.php?l=en&id=1429&idc=277>
- IOM website:
<http://iom.md/index.php/en/media-center/press-releases/196-migration-to-be-integrated-in-moldovas-development-policies-with-uns-support>
<http://iom.md/index.php/en/media-center/press-releases/235-training-workshop-improving-data-analysis-on-migration-in-the-republic-of-moldova>
<http://iom.md/index.php/en/media-center/press-releases/234-remittances-and-savings-of-moldovan-emigrants-feasible-options-for-harnessing-them>
<http://iom.md/index.php/en/media-center/press-releases/236-consultation-of-the-government-regarding-the-national-proposal-on-mainstreaming-migration-in-development-planning>
- UNDP:
<http://www.facebook.com/media/set/?set=a.489062547830225.1073741848.165158373553.979&type=1>
<http://www.facebook.com/media/set/?set=a.162092570620191.1073741840.146690402160.408&type=1>
http://www.undp.md/presscentre/2013/MOMID_23May/index_rom.shtml
- Bureau for Interethnic Relations website:
http://diaspora.md/index.php?pag=news&opa=view&id=682&tip=noutati_diaspora&start=&

One such event has been selected to be reflected in The UN in Moldova No. 3 (52), July-September, 2012 – a UNCT quarterly publication (see the article titled “Diaspora Policies in the Spotlight of the Moldovan Government”, pp. 11-12, available here: http://www.un.md/key_doc_pub/un_magazines/2012/UN_Magazine3.pdf)

Publications:

- http://www.iom.md/attachments/110_Outcomes%20of%20the%20Moldovan%20Policy%20Seminar%20EN.pdf
- [http://www.md.undp.org/content/dam/moldova/docs/Publications/Study%20on%20options%20regarding%20remittances%20in%20Moldova%20\(version%204.0\).pdf](http://www.md.undp.org/content/dam/moldova/docs/Publications/Study%20on%20options%20regarding%20remittances%20in%20Moldova%20(version%204.0).pdf)
- http://iom.md/attachments/110_mainstreaming%20migration%20RO.pdf

On the occasion of public lectures, held at various Moldovan universities in November 2012, on Migration and Development, promotional Posters and Certificates, carrying the Programme's information and logos have been also printed out and distributed (see Annex 38 – Public Lectures dedicated Poster and Certificate).

At the end of the “Enhancing Migration Data Analysis in the Republic of Moldova” Technical Training, held in April 2013, all the participants were awarded attendance certificates, carrying the Programme's logo (see Annex 39 – Certificate for the Data Technical Training).

X. List of Annexes:

Annex 01 – SEF 1st Mission Agenda + Interview Guides Gromovs

Annex 02 - SEF, 1st Mission Report Gromovs

Annex 03 - SEF, Daniel Naujoks, 1st Mission Agenda

Annex 04 – SEF, Daniel Naujoks, 1st Mission Interview Guide

Annex 05 - SEF, Daniel Naujoks, 1st Mission Report

Annex 06 – MOMID Migration Compendium

Annex 07 - Extended Migration Profile of Republic of Moldova 2005 – 2010, Chapter C: pages 193 -217 and Chapter D: 227 – 240

Annex 08 - EMP Consultations Agenda and List of Participants

Annex 09 – Minutes of EMP Consultations

Annex 10 - UNCT Migration mainstreaming Workshop (Agenda, PPT and Evaluation)

Annex 11 - Juris Gromovs 2nd Mission Report

Annex 12 – Diaspora Policy Seminar Agenda and List of Participants

Annex 13 – Diaspora Policy Seminar Recommendations

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Annex 15 - Data Training Report

Annex 16 – Public Lectures Evaluation Report

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Annex 18 – Final Version Draft Course “Migration & Development”

Annex 19 - Remittances Study Participants List

Annex 20 – Final version Remittances Study

Annex 21 – SEF 1st Mission Questionnaires Gromovs

Annex 22 - SEF 1st Mission Questionnaires Naujoks

Annex 23 - Government’s Priorities in the Area of Migration, Assessment of Existing Coordination mechanisms in the Area of Migration

Annex 24 – Memos on Diaspora participation and Migration mainstreaming, cooperation and coordination

Annex 25 - Migration and Diaspora Checklist

Annex 26 - UNCT M&D Gaps and Capacities Assessment Report

Annex 27 – Prioritization Retreat Agenda

Annex 28 – Prioritization Retreat Session Profiles

Annex 29 – Report on the MOMID Prioritization Retreat

Annex 30 – Final Version of the Draft Migration Mainstreaming Proposal as of July 2013

Annex 31 – Minutes of the MOMID Board Meeting as of October 2012

Annex 32 – Minutes of Local Project Appraisal Committee meeting June 2012

Annex 33 - Minutes of Online Board Meeting April 2013

Annex 34 - Minutes of Online Board Meeting July 2013

Annex 35 – MOMID 2012 & 2013 Quarterly Reports

Annex 36 – MOMID Programme Banner

Annex 37 – MOMID Leaflet

Annex 38 – Public Lectures dedicated Poster and Certificate

Annex 39 – Certificate for the Data Technical Training

Annex 40 – SEF's 2nd Assessment Mission Report

Annex 41 - Methodological Guide on Ex-Ante Assessment of the Impact of Public Policies

Annex 42 – Disposition (nr. 58 as of 07.06.2013) of the Moldovan Prime-minister

Annex 43 – MOMID Draft Proposal Matrix

Annex 44 – Rome Visit: Agenda of the Bilateral meeting and Participants List

Annex 45 – Minutes of Online Board meeting December 2013

Annex 46 – Request for Proposal One Moldova web portal

Annex 47 – Annex 47 - ToR for PPP Consultants

Annex 48 – Evaluation of PPP Consultants: Aggregated Scorings

Annex 49 – Final draft of the ex-ante policy analysis on “Fostering the return of Moldovan migrant workers from abroad” and policy implementation cost analysis

Annex 50 - Mainstreaming Handbook Romanian Translation

Annex 51 - MOMID revised Work Plan for 2013 – 2014

Annex 52 - MOMID Work Plan

Annex 53 - Letter of appointment of new Project Director

Annex 54 - TOR_SEF MOLDOVA

Annex 55 - TOR_NEF_Moldova

Annex 56 - Post 2015 - Diaspora Focus Group Reports

Annex 57 - Post2015 Consultations Final Report